

# Divergent Science 2023 Workshop

Hotel Albuquerque | Albuquerque, NM | March 27-28, 2023

Join us March 27-28, 2023, in Albuquerque, New Mexico, for a workshop on how to put team science research into practice. Save your place by registering now: <https://teamdivergentscience.com/workshop-registration>

## WHO:

Anyone working with teams performing collaborative research.

## WHY:

To learn skills to support your team regardless of your field, your role, or your organization.

## SCHEDULE:

The workshop will include two full days of material, with coffee breaks and lunches included. Lodging is not included with registration but we will offer a 20% discount at Hotel Albuquerque.

## WHAT:

Funding organizations are calling for large collaborative teams to develop solutions to complex global problems. Where do you start? How do you effectively manage resources, people, and ideas? The goal of this workshop is to provide you with tools to put Science of Team Science (SciTS) research into practice with your team(s). Over the course of this 2-day workshop, we will provide you with a variety of tools that you can take back to your team(s) and put into practice.

## REGISTER TODAY:

[Visit our website to register for the workshop.](https://teamdivergentscience.com/workshop-registration)

## QUESTIONS?

If you have any questions about the workshop, outputs, or registration, please reach out to our team at [teamdivergentscience@gmail.com](mailto:teamdivergentscience@gmail.com)

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## Agenda Highlights

### DAY 1:

#### Followership

- **Did you know** you can lead regardless of your role on the team?
- **Definition:** Followership is a reciprocal process of leadership (Kelley, 1988; Schwab, 2017).
- **As a follower,** you can courageously influence the direction of the team.
- **You will learn** how to be a courageous follower and how followers are the most important component of an effective team.

#### Team Visioning

- **Did you know** that a team vision keeps a team focused and productive?
- **Definition:** a short paragraph that inspires team members to work together and connect, and describes a future state if your team is successful (Bennett & Gadlin, 2012; Martin, 2021).
- **As a co-creator of a team vision,** you can help keep the team on track during everyday interactions while solving wicked problems.
- **You will learn** how to facilitate the creation of a team vision, the difference between mission, values, and objectives, and how to implement a team vision with your entire team.

#### Team Agreements

- **Did you know** the absence of team agreements is the number one reason teams fall apart?
- **Definition:** A set of principles and behaviors that provide the social contract framework for how teams will work together in the context of a specific area like publications (authorship), data management (ownership, sharing), or expenditures (fiscal arrangements) (Ceccarelli, 2020; Norman et al., 2021)
- **As a team with written agreements,** you will be proactively addressing conflicts and exercising inclusive practices on your team.
- **You will learn** how to create and implement team agreements, and develop a customized team agreement template to take back to your team

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### DAY 2:

#### Creating Effective Teams

- **Did you know** that as a team you can create structures and processes to improve the effectiveness of your team TODAY?
- **Definition:** “Who” is on your team matters less than how the team works together (Love et al., 2021; Rozovsky, 2015)
- **As an effective team,** you will spend less time worrying about the mundane day-to-day tasks and more on what matters – realizing your team vision!
- **You will learn** what processes and structures matter for effective teams and strategies to implement them with your team.

#### Navigating Team Conflict

- **Did you know** that conflict is normal and healthy for teams all team development models include a stage that reports some level of “conflict.”
- **Definition:** Conflict and creativity have complicated relationships. However, literature has found that small amounts of well-managed conflict have the potential to increase innovation. (De Wit et al., 2012; Ulibarri et al., 2019)
- **As a focused, courageous follower on your team,** you can successfully navigate team conflict and mitigate potential negative impacts.
- **You will learn** how to transform conflict into creativity and innovation through appropriate engagement and communication in times of conflict.

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